Governor Confirms Offer: Association Still Opposed

Grievance Board Roster Completed; Could Begin Work Within a Few Days

Niagara Aides May Appeal "Sloppings Under New Plan; 'Some' Raise for 95 P. C.

ALBANY, Jan. 16—Governor Averell Harriman has confirmed his program for State workers by announcing officially he would seek a $300 across-the-board salary increase for all aides and a four-hour reduction in the work-week, and that employees will receive a pay adjustment of some sort for 1956, in line with the salary schedule recently adopted by the Board of Supervisors.

Employers will be given the opportunity to locate their existing in the new 18-hour schedule. Appeals must be filed, in writing, within seven working days from the time notice of classification is received.

The Board's action was based on a job survey conducted by Barrington Associates of NYC, which sent questionnaires to the county aides and compared their pay and duties with those of private industry and other governmental jurisdictions in the area. Many aides were reclassified as a result. "Little Raise for Some" Employees receiving less than the minimum of their salary range will be raised to the minimum. Those receiving above-average minimum rates will go to the next higher rate. "This means little raise for some county workers," said Viola Demest, president of Niagara chapter, Civil Service Employees Association. "It also means no adjustments for more than a three-year period. Many employees are rightfully unhappy."

New employees will begin at the minimum of the new salary grades and will reach the top pay step in five years through a series of four annual increments on a gradual basis.

Sylvester J. Garamella

Announcement of Classification and Compensation. Which will be informed points up the need and justification for an across-the-board salary increase of at least 19 per cent.

"We can not understand why this is so important to aides to the Association and to the employees as part of the salary negotiations. This is the first time in many years that the annual salary studies of the Division of Classification and Compensation have not been made available to all parties before the salary negotiations were finally closed."

"This is still true. We are a part of the budget message to thoroughly discuss and evaluate the significance of the entire salary picture," the CSEA president said.

"The Labor Law Would Persist "It is true," continued Mr. Powers, "that the recommendations of the Governor are of real value to State employees and that a significant initial step has been taken towards elimination of the outdated 48-hour work-week for institutional and other employees; but we have repeatedly pointed out that the proposed appropriation..."

In Rochester Area:

State, County, City Aides Set Mass Meeting on Salary, Hours and Social Security

ROCHESTER, Jan. 16 —. City, county and State employees in the Rochester area will hold a mass meeting Tuesday, January 24 on Social Security and present employers pension plans. The meeting will be held at the State Employees Retirement System and sponsored by the State Employees Association. The meeting will be open to the public and will address the issue of the reduction in the work-week of institutional employees.

Eight chapters of the Civil Service Employees Association have made plans for organizing and other governmental jurisdictions in the area. The meeting will be open to all city, county and State employees, regardless of their residence or organizational affiliations.

Samuel Grosfield, chairman of the legislative committee of the Rochester chapter, CSEA, will discuss integration of Social Security with the State Employees Retirement System. A representative of the State Employees Association, Jack Karger, economist of the State Division of Employment, will speak on a pay rate for State employees.

Claude R. Powell, president of the CSEA's Western Conference, will address the group on the reduction in the work-week for institutional employees.

A representative of Albany headquarters, CSEA, will be present to give the Association's views.

(Continued on Page 16)
Eisenhower to Send Special Message on Social Security

WASHINGTON, Jan. 16—Pres. Eisenhower will send a special message to Congress, outlining his proposals for liberalization of the Civil Service Retirement System, and the inclusion of Social Security benefits. His proposals, which were outlined to members of the Senate Civil Service Retirement and Disability Subcommittee, are to be included in the recommendations made to him by Congress and the President, who is chairman of the Senate committee.

Social Security rates will increase, but with possible pension increases, the recommendations made to him by Congress and the President, which are more liberal. A widow's benefit would be increased, and the possible disadvantages.

The main advantage of Social Security, according to the Senate, is that the Civil Service Retirement System would be the survivor benefit. The rules are less complicated, and the benefits are more liberal than social security benefits.

To determine the income, a position in the State Health Department is needed at $32,000 per year. Two investigator vacancies exist in the New York City Home Health Commission, with an annual salary of $4,000.

Three positions are as follows:

- **Position 1**: Investigator, Division of Licenses, Department of Community Welfare. There are three vacancies in the State System. They consist of monthly payments to dependents of deceased employees, widows, parents, and widows.


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Metro Unit Conducts Social Security Poll

A poll on personal choices of retirement and Social Security plans for State employees is being conducted among the chapters of the Metropolitan New York Conference, Civil Service Employees Association.

Herman Shemin, Conference chairman, said the purpose of the poll is to help guide the CSEA in the matter when the report of the State Commission on Pensions is released and proposed legislation introduced.

The poll covers four possible plans. Salary protection is provided to allow alternate suggestions.

Chapter presidents in the Conference area have been asked to have mimeographed copies and distribute them among their members.

Please check one of the following general plans which you think at this time most closely describes the kind of development you personally would like to see explored.

1. A "Comment" section has been provided so you may state the reasons for your particular selection. The Conference therefore welcomes any comments which you have and requests that these be attached to this poll. If you have a second choice you may indicate this in the comments.

Social Security and the State Retirement System.

This is a plan which would be realigned to the Social Security and the State Retirement System.

2. The plan will be financed by the employer paying an amount equal to the Social Security tax and by the employees paying an amount equal to the Federal Social Security tax. This will result in no increase in the amount of Social Security tax.

Governor Harriman said that after receipt of the formal resolution of the Board, he would propose the introduction of legislation necessary to effect the transfer.

The offer will mean a saving in State, Federal and local county funds, since it was made just as Tompkins County was about to adopt a special expansion program aimed at reducing the overcrowding now existing in the Biggs Memorial Hospital.

At a meeting in Ithaca, January 9, the Board agreed to accept the hospital for conversion into a general hospital and for other health services, including the care and rehabilitation of the chronically ill.

Edward A. Mossak, Jr., Supreme Court, Manhattan, second vice president, asked board support of the CSEA demands on pay, hours, and hospitalizations.

A resolution urging the salary negotiating committee of the Civil Service Employees Association to stand pat on a 20% raise, a strong Association position, has been adopted by the NYC chapter. President Phil Bendet occupied the chair at the meeting, held in Gannett's Restaurant.

Also a resolution was adopted favoring supplementation of Social Security benefits. Supplementary income tax could be levied on Social Security pension to State pension, and provide survivor benefits of Social Security, and wife or husband's pension benefits.

The guest speaker was H. J. Bernard, executive editor of The Leader, who discussed plans for State employees association with those of the State Employees Retirement System.

The guest speaker was J. J. Smith, senior income tax examiner, died. The chapter forwarded a letter condemning the decision for family.

Betty Hone, income tax examiner, mourns the death of her husband.

This plan would include the existing Social Security and the State Retirement System.

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The effectiveness of the tuberculosis control program in New York State has decreased hospital care needs for tuberculosis patients. Dr. Howard J. Birn, income tax examiner, died. The chapter forwarded a letter condemning the decision for family.

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Mr. and Mrs. Thomas Pritchard have returned from several weeks vacation in the South and Florida. Mrs. Dorothy Fink has been released and proposed legislation introduced.

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County Supervisors Ask Social Security Benefits For All SERS Members

BINGHAMTON, Jan. 16 — Broome County has asked State passage of "the necessary legislation which would bring all employees of this county into Social Security." The Board of Supervisors, acting at the behest of Broome County chapter, Civil Service Employees Association, of which Mrs. Luisa M. Williams is president, urged the Legislature to make members of the State Employees Retirement System eligible for Social Security coverage.

The Board addressed its request to Governor Averell Harriman, and to the majority and minority leaders, and the three Broome County Supervisors, representatives, in the Legislature.

If the Broome bid becomes law, it would affect State and other local employees, as well.

All but 89 of Broome's 384 workers are members of the State System. The 89 are among 147 unclassified or exempt employees whose participation in the State System is not mandatory, reported Dr. James L. Smith, executive secretary of the County Civil Service Commission.

The present pension system "does not provide an adequate retirement allowance," the Board said, "unless the employee has a long period of service." Furthermore, "it should be liberalized so that an employee with a long period of service could live on his retirement allowance."

The CSEA chapter's employee committee had met privately to present its views on adding Social Security, and asked the Board to present "extra sick leave is exhausted."

The chapter committee is headed by John Perlisch, chairman.

New Payroll Plan Extended To 8 Agencies

A mechanical payroll procedure already proved by NYC Comp-trols Lawrence E. Gross is extended to several other city agencies.

The departments to which the plan has been extended are: Police, Housing, Housing and Buildings, Purchasing Law, Office of the Budget Director, NYC Employees Retirement System, and NYC Teachers Retirement System.

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Among WANTED Accountants & Typists For Several Weeks During Tax Time

Write Box #507 c/o LEADER, 97 Duane St., N.Y.

HUNDREDS OF MEN-WOMEN

between 18 and 55 to prepare now for U. S. Civil Service tests and in around New York.

These will be jobs paying as high as $377.00 a month to start. They are well paid in comparison with the same kind of jobs in private industry. They offer more security and oldest school of this kind, and it is not connected with the Government.

To get full information free of charge on these Government jobs, fill out coupon, return it at once—TODAY. The institute will also show you how you can qualify yourself to pass these tests. Don't delay—act NOW!
**Man of the Tax Dept.**

**Tax Division Finds Weather Taxing**

EVERYBODY talks about the weather—including State employees—but one group of State workers has a good deal more interest in the weather than most—that's the members of the Safety Responsibility Unit of Tax and Finance's Motor Vehicle Bureau.

Especially winter weather—for snow or ice means more than cleaning off the sidewalk or dressing for the elements for these workers—it means more work at the office!

Any extended period of hazardous or slippery driving, such as we had recently, is usually followed by a high pile of accident reports (the form all motorists who are involved in mishaps causing more than $50 property damage or personal injury must fill out) on someone's desk.

Often, particularly at this time of year, the lights burn after dark as workers try to reduce the backlog of reports which mounts up.

At the Albany office of the unit, this workload has resulted in the temporary appointment of three additional damage evaluators.

Temporary appointees are Joseph Welch and John R. Cavin of Albany, and John Dalton of Schenectady. Their appointments expire January 1.

**Agnes J. Russell Retires**

Ending a long period of State service is Agnes J. Russell, a principal account clerk in the Income Tax Bureau at Albany. Agness's effective retirement date was December 31.

A late December promotion went to Edythe M. Coonley of Selkirk. Edythe began working at her new title of senior office machine operator at the Albany Income Tax Bureau December 16.

**Appointments Over Wide Area**

The only recent NYC appointment announced by TAP's personnel office went to Edward J. Villin of Valley Stream. Mr. Villin began work as a motor vehicle license examiner in the Brooklyn office January 1.

New Albany appointments effective in late December included those of Thomas F. Dore to appraiser in corporation finance; Richard J. Pender to help in administration, and Watson C. Serbendith, Mildred A. Clark and Louise Pulfer to clerk in the Motor Vehicle Bureau.


**NYC Makes It So Easy To Apply for $4,000 Job As Social Investigator**

Applications for social investigator are being issued at the 18 centers operated by the NYC Department of Welfare, and at Welfare headquarters, 250 Church Street.

The commercial and business office of the State Employment Service at 1 East 19th Street is also distributing applications. So is the application section of the Welfare Department, at 99 Duane Street.

The last day is Thursday, January 28. All forms must be filed either in person at the Personnel Department, or by mail to the same address.

Nearly 500 Vacancies

Nearly 500 jobs will be filled in the Welfare Department from the eligible list resulting from the exam scheduled to be given on Saturday, April 28. This position has an entering salary of $4,000, and through six increments rises to a maximum of $5,000.

Personnel Director Joseph Schechter expressed appreciation to Welfare Commissioner Henry L. McCarthy for cooperation in the recruitment drive. Mr. Schechter recalled that the Police Department was similarly cooperative in distributing applications in the patrolman exam.

Day of Hope

"All this is part of our program to make it easier for the general public to apply for a civil service job and avoid having to travel to downtown New York, or to Manhattan from other boroughs," said Mr. Schechter. "Our success in this direction ultimately should help us lick some of our recruitment problems."

This is the only exam in the "college series" for which a college degree is absolutely necessary, but it need not be possessed now. September, 1957 is soon enough, to compete.

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**Niagara Ice Buffet To Be Held Jan. 19**

LOCKPORT, Jan. 14—Niagara chapter, CSEA, will hold its annual Ice Buffet on Thursday evening, January 19, at which time an ice show will be installed. An invitation to attend has been extended to neighboring chapters.

**PSO Aides Extend Condolences**

NEW YORK CITY, Jan. 16—Metropolitan Public Service chapter, CSEA, extends its deepest sympathy to Kenneth A. Valen- tine, its past president, on the death of his mother on January 7. Mr. Valentine's home is at 119 Ocean Avenue, Staten Island.

**Sidney Squire (right), executive deputy of the Department of State, swears in John B. Ryan of Albany as director of the Division of Veterans Affairs. Colonel John J. Purcell and Governor Averell Harriman look on. The ceremony, in the Executive Chambers, was attended by a large group of military representaives from various parts of the State.**
Check-Off and Elections Paying Way in NYC

With dues check-off on the way for NYC employees, and bargaining sessions to be held as well, the City may well set a pattern for other governmental jurisdictions.

What necessarily will result is a full recognition of the right of public employees to bargain collectively. In actual practice, such bargaining obtains only if it is called, conferring, or something else. A spade must be called a spade.

The check-off would be a more valid test of an organization’s numerical strength, since it would be a record of active membership. In an election an employee may vote for representation by a union of which he is not a member. While the showdown, represented by election, may have its ultimate elements of disappointment for some organized groups, public employees in NYC has come out against it. In some departments or bureaus or trades, one union has clear-cut predominance, in others the race is close, but at least disputes over comparative relative strength should end.

Thus the pattern of public employee labor relations draws nearer to that which applies in private industry, as opposition to modern methods wanes, but check-off experience in private industry must be ignored, and safeguards must make workable the plan ultimately adopted.

Adequate Pay Best Means Of Recruitment Success

While it is often slow work, getting government to pay adequate salaries for specialized jobs, it is not necessarily futile. Every year more and more the pay of such government jobs is brought up closer to what it should be.

An example is the pay now offered by the Federal Government to trainees who are college students. They now seek to compel certification of his name to Commissioner Dinardo v. Commission. Petitioner had arrived, with the cry: “To the other end.”

Lincoln’s Words

Incomes administrations made mass remonstrances to Government workers and awarded the jobs to supporters of the victorious party. The practice became a public scandal and a hindrance to effective operation of the public service.

The salaries have been increasing ever since, until the time that they had arrived, with the cry: “To the other end.”

R. B. HOPKINS

Buffalo, N. Y.

73rd Birthday Celebrated by U. S. Civil Service

WASHINGTON, Jan. 9 — The civil service system, now on the threshold of being a worldwide personnel system, had its 73rd birthday on January 14.

In April, the coverage of the competitive civil service will be extended to include a number of American citizens in foreign consular and diplomatic service, as well as a number of the major extensions of the system. Ten thousand jobs in Alaska will be brought into the system in 1955.

How It Was Born

Century in 1853, by a disgruntled job-seeker, stirred the American people to act. President Chester A. Arthur. At the beginning of our national history, merit and fitness for a job were the primary considerations of our first Presidents in making high appointments. Gradually these factors became subordinate to party favor. By 1839, the practice became a public scandal and a hindrance to effective operation of the public service.

The practice became a public scandal and a hindrance to effective operation of the public service.

The civil service system in America was born in the presidency of a President. The association of the Government employees, which is the parent of the American civil service, now on the threshold of being a worldwide personnel system, had its 73rd birthday on January 14, 1883, the present Civil Service Act—known as the Pendleton Act—was enacted. President Chester A. Arthur.

The Civil Service Act of 1883 established the competitive civil service system for federal employees. It required competitive examinations for all positions in the Federal government above the grade of clerk, and the appointment of the most qualified candidates.

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In April, the coverage of the competitive civil service will be extended to include a number of American citizens in foreign consular and diplomatic service, as well as a number of the major extensions of the system. Ten thousand jobs in Alaska will be brought into the system in 1955.

How It Was Born

Century in 1853, by a disgruntled job-seeker, stirred the American people to act. President Chester A. Arthur. At the beginning of our national history, merit and fitness for a job were the primary considerations of our first Presidents in making high appointments. Gradually these factors became subordinate to party favor. By 1839, the practice became a public scandal and a hindrance to effective operation of the public service.

The practice became a public scandal and a hindrance to effective operation of the public service.
Bills in Hopper of Legislature

The following are summaries of civil service bills introduced in this session. They are not final as yet. The act number in the bill's Senate Introductory number information indicates that the text of the bill is available to refer to. The LEADER will use this code to follow each bill throughout the legislative session.

The sponsors of legislation, the title, the purpose of the bill, and a summary of the bill, and the committee to which it has been referred is included in the summary, as well as the number and sponsor of a "comparison" measure. As bills are introduced throughout the session, the summary of the bill will be made available to refer to. The text of the bill is available to refer to in the report in his office. Health Commission.

S. 1. 132, BRIDGES—Amends S. 1.181, 1951 Com. 2, to provide that member of City Teachers Retirement System who shall have served on public school board in public service, but not less than 20 years, the pension is 50% of final salaries. Minimum age of 50 years, subject to receipt of written application, shall be increased to 60 years. City Teachers Retirement System, Education Law, to define "city school teacher" for special purposes to mean persons engaged as teachers in state and for educational purposes. City Teachers Retirement System, Education Law, to define "city school teacher" for special purposes to mean persons engaged in educational purposes. City Teachers Retirement System, Education Law, to define "city school teacher" for special purposes to mean persons engaged in educational purposes. City Teachers Retirement System, Education Law, to define "city school teacher" for special purposes to mean persons engaged in educational purposes. 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Open-Competitive
Following are requirements in NYC's "college series" of exams. Applicants must meet the minimum requirements.

**College Series**
7655. JUNIOR CIVIL ENGINEERING TRAINEE
- Bachelor's degree in engineering (a) or equivalent.
- Four years' experience.
- Applicants must be U.S. citizens.
- Requirements: either (a) bachelor's degree in engineering, by September, 1956, or (b) equivalent combination of education and experience. Application may be made by mail. Fee $3. (Thursday, January 5.)
- Supervisory capacity. Application may be made by mail. Fee $5. (February 6.)

**Other NYC Tests**

**Requirements in College Series and Other NYC Tests**

Exams available at various NYC locations. Applications also obtainable at post offices except the New York, N.Y. branch.

Fee $4. (February 16.)

Go to the next page for more information.
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HELP WANTED MALE

PORTER. Part Time, midnight to 7 A.M. One year general labor experience. Sutliff Holley Co., 210-211 Broadway.

HELP WANTED MALE

ENGINEER: M.T. and 3 years' experience in oil well drilling. Pay $300 per month income. Part Time. Sutliff Holley Co.

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WINDOW CLEANERS, DECORATORS, HIGH CLEANERS, HOUSE CLEANERS.

CPレス TO COST: STEEL, COLLAR, Factory Samples.

BOOKS


Three months as law assistant. Fee $3,180 to $3,750.

BOOK SHOP.

SOUND EQUIPMENT

OTSFONE, Inc. Eli-IP, Industrial P. A. & Introucs, 380 Clinton Ave., Albany, N. Y. 6429. '11

For positions now allocated to grade 10 or higher. Fee $4. (Friday, February 3).

(404.100) ENGINEERING AID, Westchester County, $3,640 to $4,640. (Friday, February 3).

County (Prom.), State Insurance Fund, $3,180 to $4,070; one vacancy in Albany. One year as bacteriologist or bacteriological investigator with or without a parenthetical designation. Fee $4. (Friday, February 10).

ADLX ai STAFF.

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WHOM: Earn part-time money (or start a business) typing (or shorthand) for advertising agencies, newspapers, or (for instance) telling hits (Hill's Association). Reply. Box 21 Little Neck, N. Y.

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HELP WANTED MALE

ENGINEER: M.T. and 3 years' experience in oil well drilling. Pay $300 per month income. Part Time. Sutliff Holley Co.

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These questions from the N.Y.C. exams help prepare one for the January 28 test:

20. While parking his bus in a section of Coney Island late December, a patrolman noticed a car window with a broken glass. He went to the car and found that the car had been broken into by a woman who said she had been burglarized. She was allowed into the car by a woman who refused to pay for the ticket. The driver of the car drove away, and the woman who had been burglarized told the patrolman to call his superiors.

21. A homeowner whose car was stolen reported it to the police. The car was later found, but the owner said his gun was missing. The police officer said he had no authority to break the car window to get the gun. Which of the following is the most appropriate action for the patrolman to take?

(A) normal person, sometimes, if he knows the story first hand; (B) unprepared to commit a crime, because there are more witnesses; (C) not to commit a crime; (D) his care not to leave any clues at the scene of the crime; (E) follow his superiors' orders.

STOP SAYING "I CAN'T AFFORD TO RETIRE"

By NORMAN D. FORD

Do You Prefer the Southwest?

If you know the favorite retirement spot for any of the Southwest for those like a feeling of the West, you'll find it in the Southeast. The best in the world can be found on your own, but a real find in New England towns, where you choose to live. People say that to retire, you need to have the same amount of money as you'll have when you retire. But it's not all just a small amount of money. Here are just a few of the facts you want.

Do You Know Where to Find These Best Retirement Values in the U. S. 5?

If You Like an Island

Which is the New England find of the year? True, wonderful Maine island which is not only a retirement center but where living costs are so low they attract many who are looking for a quiet retirement home. But a real find in New England towns, where you want to live, winter or summer, is to be found on the island. Which is the best town in Texas? If you want peace and quiet, you'll find it in the island. Can you find low, low prices anywhere, in San Diego, California? Where to pick up extra income.

Do You Prefer the Theatre and Music?

What town do people call the most "colorful" in the U.S.? New Orleans is the only retirement community in the nation which has been designated as a "colorful" town. New Orleans is one of the few in the nation where the color of the town is an important factor in business, industry, and entertainment. The town is a true color Mecca and a haven for those who want to retire. How to pick up extra income.

WHERE WILL YOU GO IN FLORIDA?

Florida needn't be expensive—nor will it if you know the facts you want. It's Norman Ford, founder of the Globetrotter's Club. (Yes, Florida is his home.)

WHERE WILL YOU GO IN FLORIDA?

Florida is the friendliest town, the lowest vacation costs in the town you chose? What About Florida?

Do you want the favorite retirement spot in Florida? Nothing has been allowed to take away from the town you chose? What's the one big book (with well over 100,000 words) that tells you about the town you chose?

WHERE WILL YOU GO IN FLORIDA?

Do you have the favorite retirement spot in Florida? If you want to retire here on a small pension, what's the one big book (with well over 100,000 words) that tells you about the town you chose?

WHERE WILL YOU GO IN FLORIDA?

Do you know the favorite retirement spot in Florida? What About Florida?

If you want to retire here on a small pension, what's the one big book (with well over 100,000 words) that tells you about the town you chose?

WHERE WILL YOU GO IN FLORIDA?

Do you have the favorite retirement spot in Florida? If you want to retire here on a small pension, what's the one big book (with well over 100,000 words) that tells you about the town you chose?
Supervisors Complain
They've Paid Less Than Men They Supervise

Terminal supervisors employed by the NYC Department of Marine and Aviation are paid less than the men they supervise. William P. McDermott complained in letters to Budget Director Abraham D. Low, Mayor Fiorello La Guardia and City Comptroller Joseph Schechter, that all deckhands get $4.450 per year under a wage agreement, and in some cases that's $260 a year more than terminal supervisors.

He called the pay of terminal supervisors "the greatest single injustice of the Career and Salaries Board." According to Mr. McDermott, terminal supervisors are paid to 'complete charge' of the terminal. Since they are in complete charge of the terminal, the grade 2 foremen can not see why they will be required to take another exam to become ferry terminal supervisors.

The foremen seek salary grade 16, $4,600 to $5,200 a year. The Department of Marine and Aviation on April 5, 1948, issued an executive order making the terminal supervisors 'inferior supervisory' title of one of terminal format, $4,500 to $5,000. The present grades are 7, at $2,350 to $4,830, and at $6,200 to $8,200, for the two jobs.

Technical Guild Elects Lukris
As President

Alexander Lukris of Holliswood has been elected president of the Civil Service Technical Guild, Local 615. Government and Civic Employees, AF-CIO. The Guild represents engineers, architects, chemists and inspectors in NYC departments and agencies. Mr. Lukris is elected vice president, Joseph C. Collins, 1st vice president; Irwin Lask, 2nd vice president; Thomas J. Guzda, secretary; Matthew R. Hurley, treasurer; Sylvan Christopher, financial secretary; John T. Moore, recording secretary, and Otto Peterson, sergeant-at-arms. The board of directors elected were: Severe Gottlieb, executive manager; John Duffy, civil service; Nathan Simon, legislative, Arthur Yauger, membership; David Jacobsen, pension; Neil C. Kristofferson, publicity. Mr. Lukris is a senior engineer in the Brooklyn Borough Public Service Department and has been active in union work. He succeeds Philip P. Bruer, who retired the position of guild president after 17 terms. Mr. Bruer resigned also the post of chairman of the NYC Joint Board. He was promoted to an executive position in the Transit Authority. The guild, represented Mr. Bruer to the Joint Board post.

A testimonial dinner will be tendered to Mr. Bruer at the Hotel St. George, Brooklyn, on Tuesday, February 21.

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City ____________________________ State ____________________________
ELIGIBLES

STATE
Promotion

STAFF ATTENDANT
(Psychiatric, Mental Health, State Hospitals)

1. March, James
2. Smith, Ernest
3. McKeon, John T.
4. Flannery, Joseph M.
5. Brown, James A.
6. O'Brien, James H.
7. Sullivan, Jack H.
8. Sweeney, James A.
9. Illing, James E.
10. Judge, James E.
11. Murphy, John M.
12. Doyle, Thomas M.
13. Cahill, James A.
14. Mahoney, James H.
15. Nolan, James H.
16. O'Hare, James C.
17. Carroll, James A.
18. Farrell, James G.
19. Noonan, James M.
20. Keating, James E.
21. Hayes, James H.
22. Cullen, James T.
23. Cleary, James P.
24. Walsh, James O.
25. Leonard, James A.
26. Hickey, James O.
27. Kinahan, James O.
28. Kavanagh, James O.
29. McEvoy, James M.
30. Burke, James O.
31. Cronin, James O.
32. Ryan, James A.
33. Higgins, James O.
34. McNamara, James A.
35. Tierney, James O.
36. Morris, James O.
37. Gill, James O.
38. Farley, James H.
39. O'Donnell, James H.
40. Foley, James O.
41. O'Brien, James M.
42. Kennedy, James A.
43. McCarthy, James A.
44. O'Sullivan, James M.
45. Martin, James A.
46. Flaherty, James A.
47. Flaherty, James O.
48. McCarthy, James H.
49. O'Brien, James H.
50. Tierney, James M.
51. Hickey, James H.
52. Hickey, James O.
53. McNamara, James M.
54. Tierney, James O.
55. Hickey, James O.
56. Hickey, James O.
57. O'Brien, James O.
58. O'Brien, James O.
59. O'Brien, James O.
60. O'Brien, James O.

Questions answered on civil service. Address Editor, THE LEADER, 12 Duane Street, New York 1, N.Y.

Dr. L.C. Kolb and Edith Morgan of Psychiatric Institute flunk James E. Fields and family. Mr. Fields was honored at a farewell party at the Institute before he departed to become assistant director of North Dakota State Hospital.
of Integration, since any State Pension Commission because the port on cost, which means cost implementation will be made by the employees is $3,200 a year, and mate cost, and any bookkeeper employee could figure approximate cost, by taking deductions against the wholly tax-free Social Security pension.

Enabling Act First

He said that employees would have an opportunity to, in any of the circumstances, to vote on any plan, and could accept or reject it, but that if any pension group accepted it, all members of that group would be bound because under no plan of the government pension rights be reduced. He expected an enabling act to be passed by the Legislature, which would merely permit the State and employees to take advantages of the opportunity now afforded by Federal law to cover public employees and Social Security for their public jobs, even if they are members of a public employee retirement system. The vote on any specific plan, or choice of plans, would come later. But if the compromise would possibly allow much of the objection.

He thought that prevention of any addition of Social Security pension coverage would be tantamount to killing all prospects of uniting benefits of State and Federal pensions. Many employees think that Social Security credits, once earned, remain, regardless of the pension plan pointed out that they start becoming Social Security only if the employee would ultimately disappear, because of one not being in covered employment for a long time.

One point often stressed by the employees was that under the State System, they could get a job in private industry, and after five years, and retire under Social Security, adding that pension to the State System pension. The pension would be $1,300 a year, related to the State System pension. The objection on that ground, he observed, is to the dual benefit, is understandable. But the argument does not take into account the benefit to State employees.

Pendent Questions

"How many at age 62, find it easy to set aside $6,000 for retirement, or pay at least $4,200 a year? How many more years must one work to reach the Social Security level that is available to the standing of fully insured under Social Security? The State System needs to retire under the State System at age 61.5 How small is the Social Security pension and short coverage periods of those who manage to get work, and up to 1956? How little is the credit for coverage for those who worked and work in outside jobs, under Social Security?

The average value of $1,500 is impressive. The average value of $900 or so is not too encouraging. And that is not a small plan that would write out any possibility of adding Social Security pension benefit, and pointed out that reducing the State pension by the pension, total pension at least $7,500, with possible additional $600 exemption for a pension age 65 or over, because Social Security for a pension tax-exempt, while State System pension is taxable by the Federal government.

"While it might seem unfair to make no difference, taxwise, if the State Government's total pension tax-exempt, the taxable income is reduced," he went on. "The tax is the rate rather than the exception."

He recalled that formerly a public employee could retire from public service, collect both pensions, but that last year that pension was ended by act of Congress. He said that situation with any possibility of long public service, with nobody losing any present actual benefit under the Commission's plan. The Federal Government's declaration pension benefits to be contractual and forbids their being transferred. It was his belief, regarding any pension or retirement system of the State or a city, and Social Security.

The Part That's Contractual

He felt that, by and large, he expected that there would be a small percentage of employees who might have a large number of years of service, or prospects from a combination, he said, mostly the "youngsters."

One of the employees' objections to propositions for Integration is that no longer would it be possible to offer the service and add Social Security pension to a State System pension. The plan proposed for Federal employees, by the Kaplan Commission for the State System pension for the amount of the Social Security pension, leaving the final pension the same, or a little higher, but there is no ground for assuming the State System would follow the same pattern. The State Pension Commission could very well recommend that Social Security be added to the state System's employment, self-employment and service in the armed forces, be full credit, and that if it could take place this year, as he does not expect the Legislature to make any decision on the score at this season, because of the complex nature of the subject, and only 90 days or so for consideration.

Payroll Figures

He used the following payroll figures: State System, $875,000, of which $220,000,000 represents State expenditures, $300,000 of which $250,000,000 of State pay subject to Federal Social Security tax, hence 50 percent of the $250,000,000 at a total of $2,500,000 a year based on 15,000 employees. State System, it is estimated, will cover the local government employees and employer members paying a total of $200,000,000, but at the same rate.

He cited these 1954 figures of pension coverage: Employees: NYC, $165,000,000. State Employees Retirement System, $168,000,000. State Government contributed 54 percent of the State System benefits, nor future benefits should be less than at present. He said the opposition to a State System pension. He valued that situation with any possibility of long public service, with nobody losing any present actual benefit under the Commission's plan. The Federal Government's declaration pension benefits to be contractual and forbids their being transferred. It was his belief, regarding any pension or retirement system of the State or a city, and Social Security.

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Time Remains to Better Pay
Work-Week Offer Says CSEA President

(Continued from Page 1)

Mr. Garamella said that if the
Association knew similar
studies had been made in the
past, it would not have any
tendency to make inquiries about
the current one. He added that the Adminis-
tration had given no indication
of a general policy of making inquiry
from any employee organization
concerning any individual or
such material until January
10.

Mr. Powers pointed out, how-
ever, that the report favored by the
CSEA did have all such
surveys and did not learn of the
existence of the Federal report
until January 10. Mr. Appel got
sent to report that the Association on
the negotiations and to forward the CSEA's
request for it.

The Governor's Proposals
Governor Harriman's plan, as
it stands, now calls for:
1. An across-the-board raise of
$25 for all employees earning
$2,000 or more a year.
2. A four-cent cut in the
work-week of the 33,000 State
employees who now put in 44 or 45
hours a week. The work-week
will be reduced to 40 hours a week
seven days a week.
3. The acceptance of the "no-
loss-in-pay" provision sought by
the CSEA to avoid any wage cut
that might result from the work-
week reduction.

The provisions outlined above
will be included in the 1957-58
budget the Governor will submit
to the Legislature February 1.

The Administration plan for
the State's welfare workers will
raise wages is based on a 15
per cent increase for the first
$2,000 of base pay.

The reduction in the work-week
will apply to employees scheduled for
weeks and the 4,000 who work 44
hours a week.

RESEARCH REPORTS

A MATTER OF SALARY COMPARISON

Mr. Garamella is a member of the
Association of State Bar
County Bar Association. He is a member of
the New York State Medical
Association. He is a member of the
Civil Service Employees Association. The
Plan would cut their
pay when they stopped receiv-
ing social security benefits.

The "no-loss-in-pay" provision
which would be here for two
weeks and the
the work-week of all employees who
State employees who work
40 hours a week on public works
and other forms of employment.

The new plan would cut their
pay when they stopped receiv-
ing social security benefits.

Erie Membership
Drive Under Way

BUFFALO, Jan. 16—Vernon A.
Kofmier, president of the
Erie County Bar Association, and
Jack M. Kurtzman, field repre-
entative of the Association, spoke at
a provincial membership drive
held Sunday night at St.
Paul's Cathedral parish house.

Following their informative
talks, Mr. Tupper and Mr. Kurtz-
man returned to their homes in
Beaver and after dinner.

The primary objective of the
drive is to inculcate effective
time and individual is an
association of Social Security
and Disability

The primary objective of the
drive is to inculcate effective
knowledge, in association with
Social Security and Disability

An article and questionnaire in
regards to affiliation were distri-
uted later in the afternoon at
the Welfare Department.

The original drive was a huge
success. The holiday season opened the
channel of membership to the
CSEA sponsors.

On December 24, the chapter
cosponsored with the Buffalo
town of the American Bar
Association for Girls. He lives in
the same neighborhood as St.
and of the Buffalo Law

Mr. Kurtzman is a member of the
criminal courts bar associa-
tion and co-author of the Manual
of Charges for Trial Judges.

He was a member of the
American Bar Association and
the Knights of Columbus, the
Grange and Long Island
City Lawyers Association.

Active in Boy Scout work, he
was for four years the presi-
ent of the Knights of Columbus,
the Grand Street Boys, the
Italian Benevolent Association
and the Knights of Columbus.

Mr. Garamella is a member of
the committee on atomic
energy policy, the Justice and
Legislation of the
Federal Bar Association and the
Executive Committee of the
American Committee on
Justice and Legislation of the
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